Accessions
(Selection and Branching)

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Agenda

- **FY 06 Results**

- **FY 07 Process**

- **Officer Incentive Programs (ADSO)**

- **Recurring Questions**

FY 06 ROTC Accessions Statistics

Total Accession/Branching packets reviewed: 3845

Commission Review: 5
Packets Requested Pulled: 2

Total National OML 3,838   **(Top 20% = 768**

Educational Delay (DL):   99   **(148 Requested)**
Active Duty Nurse: 152   **(100%)**
Guaranteed Reserve Forces Duty (GRFD): 699   **(100%)**
Non-GRFD requesting RFD: 350   **(100%)**
Active Duty Eligible: 2538   **(DA Selection Board)**

Active Duty Eligible: 2538
Selected Active Duty: 2303   **(TOP 10% AD OML= 231)**
Referred and Selected RFD: 235

Final Board Results:
Active Duty Selected 2455   **(0 referred to RFD)**
(total includes 152 Nurses, excludes DL)

RFD Selectees 1284   **(677 RV, 607 NG)**
(RV includes 8 Nurses, RG includes 1 Nurse)

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As of: 5 Dec 2005

FY 06 Data

Popularity of Branches

Branch	# Selected	1st Br Pref	2nd Br Pref	3rd Br Pref
AD	88	15	46	129
AG	71	68	125	76
AN	152	152	0	0
AR	115	258	503	454
AV	157	244	22	14
CM	60	21	28	24
EN	172	185	255	407
FA	201	58	130	223
FI	25	55	44	56
IN	231	444	223	196
MI	282	358	278	277
MP	81	120	162	167
MS	159	249	317	117
OD	143	39	33	42
QM	146	40	83	72
SC	218	126	174	157
SP	1	3	0	0
TC	153	20	32	44

Branch Detail

Donor Branches	Recipient Branches				
	AR	CM	FA	IN	Total
AG	8	5	7	10	30
FI	5	6	4	2	17
MI	59	13	25	70	167
SC	39	16	36	51	142
Total	111	40	72	133	356

- **64% received 1st choice**
- **87% received 1 of first 3 choice**
- **All DMGs received 1 of 1st 3 cho**

- **Popular Branches**
  - IN
  - MI (2/3 are Branch Detail)
  - AR
  - MS
  - AV

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FY07 Accessions Timeline

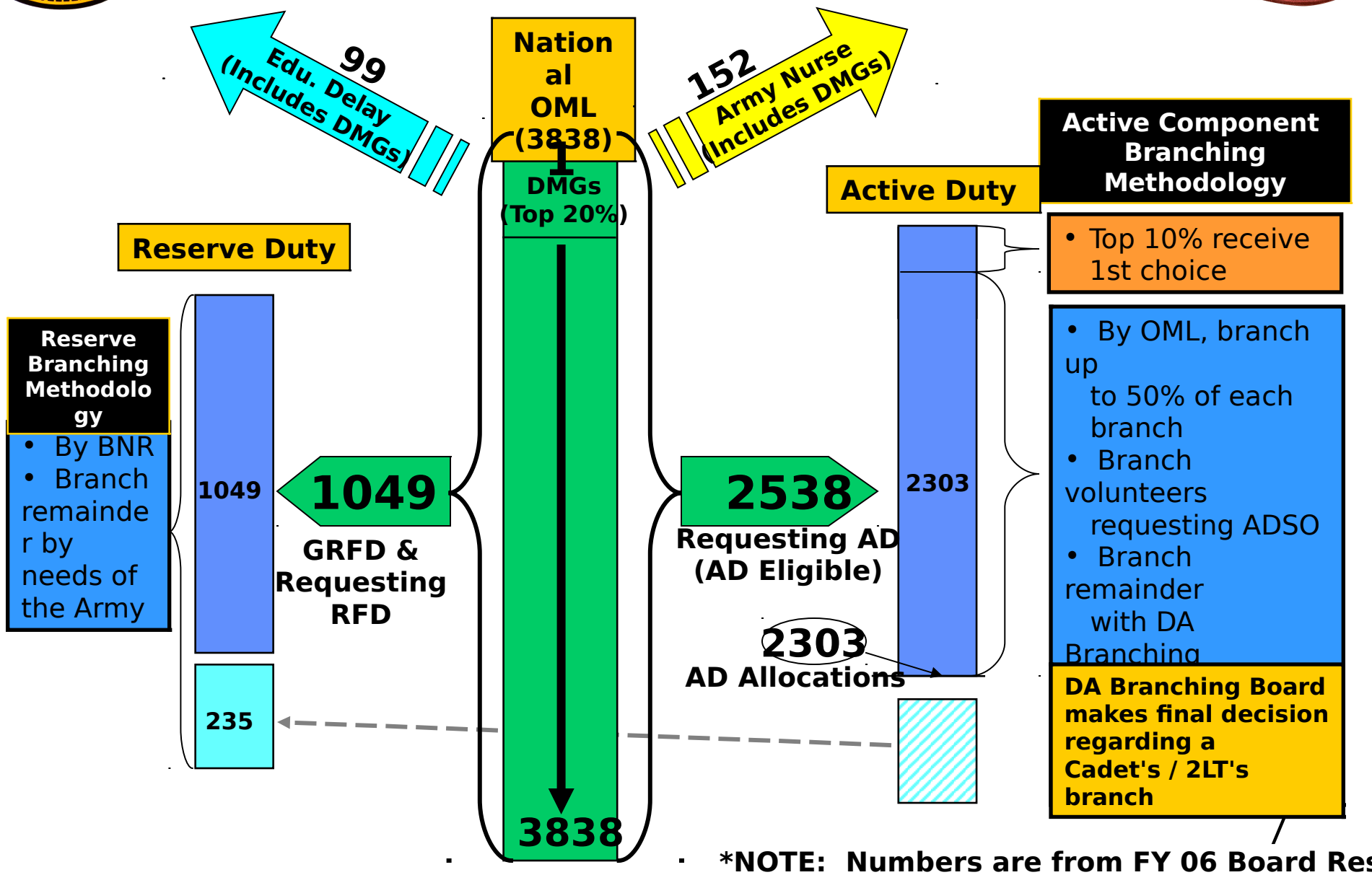|		
Spring 06	o	**BNs input & validate accessions data in CCIMS**
14 Aug 06	o	**All Accessions data in CCIMS for End of LDAC**
Commissionees -		**Standby Board**
15 Aug- 3 Oct	o	**BDEs review & validate accessions data in CCIMS**
	o	**HQCC reviews accessions data in CCIMS**
29-30 Aug 06	o	**End of LDAC Commissionees Standby Board at HRC-Alexandria**
8 Sep 06	o	**Release Branching results for the End of LDAC**
Commissionees		**Standby Board**
27 Sep 06	o	**LAST DAY TO ENTER ACCESSIONS DATA INTOCCIMS**
	o	**All Educational Delay packets to HQCC**
	o	**All Nurse Cadet transcripts to HQCC**
9 Oct 06	o	**Publish National OML, RD & AD selection, DMG,**
and Top 10%		**results to field**
17 Oct 06	o	**Battalions finalize Branch choices and ADSO choices in CCIMS.**
		(No other changes allowed)
31 Oct-3 Nov	o	**AD/RD Branching Boards at HRC-Alexandria**
Nov 06	o	**Release Educational Delay results**
	o	**Release AD and RD Branching results**
	o	**Publish orders for December Grads**
mid Dec 06 remaining Component (USAR, ARNG) Army	o	**30 days after release of Branching Board results, all Cadets without a BNR will be assigned a and Branch based on the needs of the**
Apr-Jun 07	o	**Publish assignment orders**

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New for FY 07

- **"Paperless" Branching Board**

- **ADSO Process**

- **Branching Process**
  - ➢**Before Branching Board**
    - ▪ **Run OML Model and announce RD, AD, and DMG selection (with LAMS benchmarks)**
    - ▪ **Allow Cadets to adjust/finalize branch and ADSO choices before board**
  - ➢ **Reserve Component (USAR, ARNG) Process**
  - ➢ **Active Duty Process**

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FY 07* DA Branching Process

National OML (3838)

99 Edu. Delay (Includes DMGs)

152 Army Nurse (Includes DMGs)

DMGs (Top 20%)

Active Component Branching Methodology

Reserve Duty

Active Duty

• Top 10% receive 1st choice

Reserve Branching Methodology

• By BNR
• Branch remainder by needs of the Army

1049

1049

GRFD & Requesting RFD

2538

Requesting AD (AD Eligible)

2303

• By OML, branch up to 50% of each branch
• Branch volunteers requesting ADSO
• Branch remainder with DA Branching

2303

AD Allocations

DA Branching Board makes final decision regarding a Cadet's / 2LT's branch

235

3838

*NOTE: Numbers are from FY 06 Board Res

Reserve Component

- **Branch and component decided by utilizing the By-Name Request with valid paragraph and line number**

- **Cadets without a BNR will not be branched until a BNR is received**

- **If no BNR by <u>30 days after branching results released</u> – Branch in RC by needs of the Army**

  - ➢ **Preferred unit type in CCIMS considered**
  - ➢ **Anticipated address after commissioning considered**

FY07 Accession Process
Active Duty Component

1. **Branch the Top 10% of the AD OML with their first branch choice**

2. **Branch by OML until, up to 50% of each branch's requirements are filled**
   1. If the first branch preference is unavailable, the next available branch preference of the Cadet will be awarded
   2. Cadet may volunteer for the Branch for ADSO program

3. **Branch with an additional three-year ADSO**
   1. By OML
   2. Ensuring that no more than 65% of any one branch's requirements are filled by the first half of the AD OML

4. **Branch remaining allocations with DA Branching Model (DABM)**
   1. Needs of the Army, distribute quality, Cadets Branch choices
   2. Ensuring that no more than 65% of any one branch's requirements are filled by the first half of the AD OML

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FY07 Accession Process
Active Duty Component
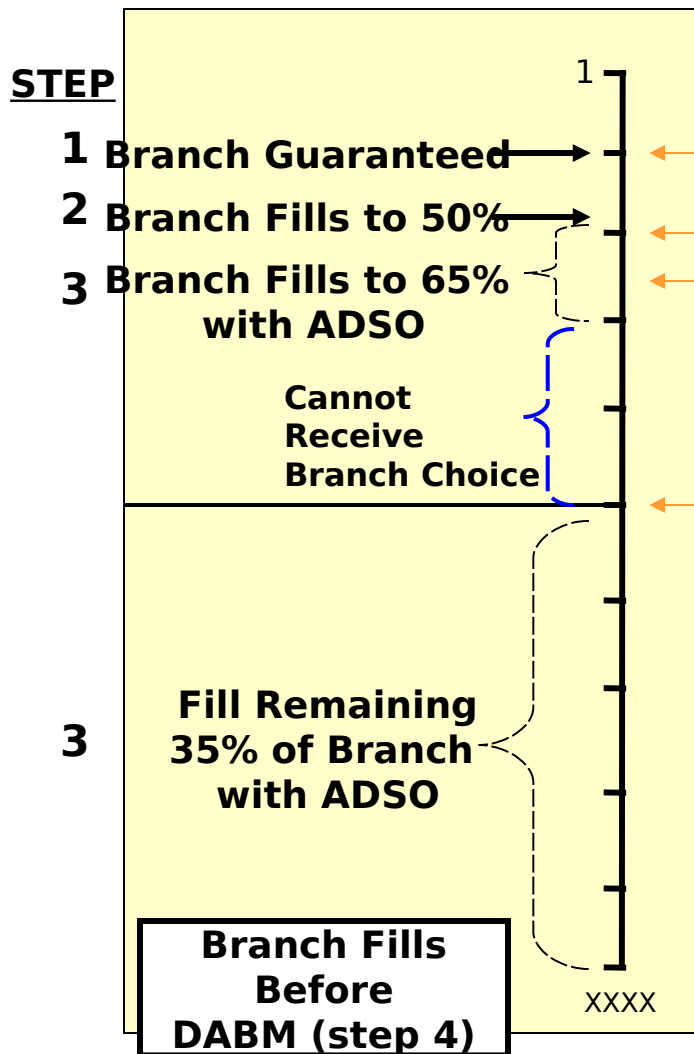## Branch Detail

- **Branch Detail selection begins once all Cadets have received their Basic Branch**

- **The Branching Board Members select both Branch Detail recipients and their Branch Detail**
  - ➢ **First, selections will be made from volunteers**
  - ➢ **Second, selections will be made from non-volunteers and volunteers that could not be given their choice for Branch Detail**

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FY 07 Example

Popular Branches

Other Branches

Active Duty OML

STEP

1 Branch Guaranteed ← Top 10% → Branch Guaranteed **1**

2 Branch Fills to 50% ← 20% →

3 Branch Fills to 65% with ADSO ← Last DMG →

Cannot Receive Branch Choice

← 50% →

Fill Remaining 35% of Branch with ADSO

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Branch Fills Before DABM (step 4)

XXXX

STEP

2 Branch Fills to 50%

3 Branch with ADSO

4 Fill Remaining Branch from DABM

XXXX
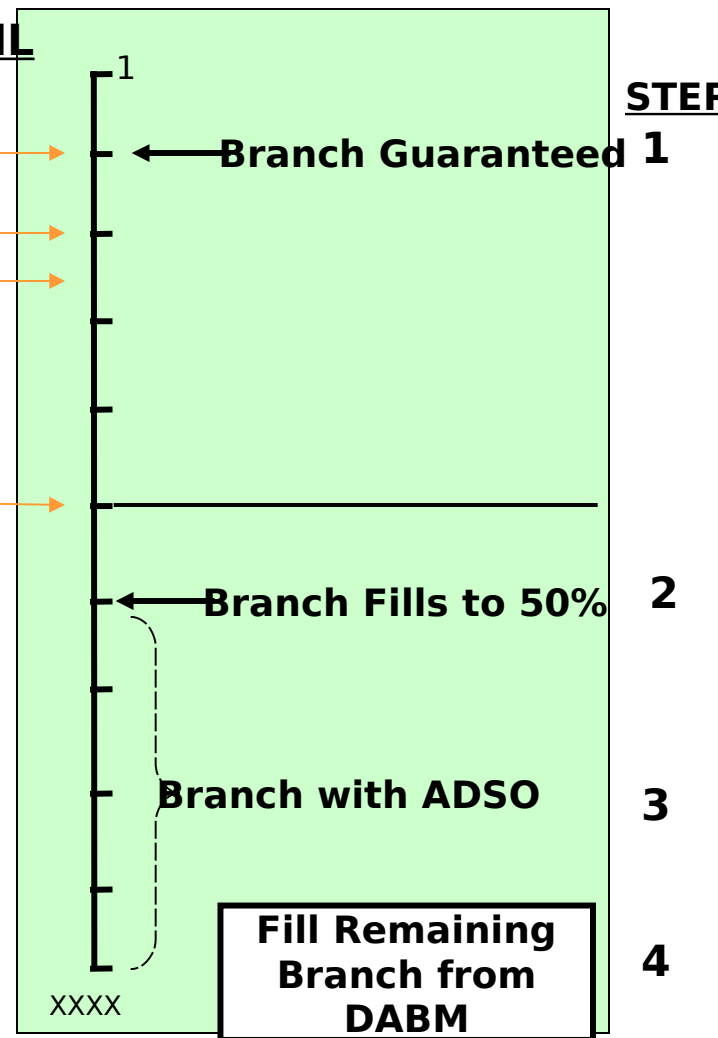
FY 06 Branch for ADSO Results

- **Branch for ADSO - Program allows Cadets to receive their branch of choice in exchange for an additional 3-year ADSO**

As of: 24 Mar 2006

	Branch for ADSO Program		
Branch	Requested	Eligible (Selected for AD)	Received Branch for ADSO
AD	3	3	3
AG	23	20	20
AR	128	108	63
AV	136	120	77
CM	8	6	6
EN	68	59	54
FA	18	9	9
FI	25	18	4
IN	233	210	127
MI	135	123	117
MP	35	32	31
MS	100	91	84
OD	9	8	8
QM	13	10	9
SC	42	32	32
TC	9	7	7
Totals	985	856	651

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FY 06 Graduate School for ADSO Results

• **Option of Graduate School for ADSO –** This program allows Cadets to attend fully funded Graduate School Programs in exchange for an additional 3-year ADSO.

Grad School for ADSO Program			
	Requested	**Eligible**	**Selected**
Total	**38**	**32**	**32**

• **32 of 38 ROTC Cadets received Graduate School for ADSO**

As of: 24 Mar 2006

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FY 06 Post for ADSO Results

- **First Duty Assignment (Post) for ADSO -** This program allows Cadets to receive their first assignment of choice in exchange for an additional 3-year ADSO

POST	11Z	13Z	14Z	19Z	21Z	25Z	31Z	35Z	42Z	44Z	66	70B	74Z	88Z	91Z	92Z	TOTAL
FORT BENNING, GA				1													1
FORT BLISS, TX		1															1
FORT BRAGG, NC	2	6	1	1									1	1		3	15
FORT CAMPBELL, KY	2	3														2	7
FORT CARSON, CO		2	1		1		2		1						1	1	9
FORT DRUM, NY		1															1
FORT EUSTIS, VA														1			1
FORT LEWIS, WA		1			1						1					1	4
FT SAM HOUSTON, TX											1						1
GERMANY		5	1	2	1		1						2	3	2	3	20
HI, FORT SHAFTER								1			1						2
HI, SCHOFIELD	1	3		2			2						1	3	2		14
ITALY	6																6
JAPAN																1	1
Grand Total	11	22	3	6	3	0	5	1	1	0	3	0	4	8	5	11	83

- **83 of 91 ROTC Cadets received Post-for-ADSO**

As of: 24 Mar 2006

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Recurring Questions

- **Mission Set OML Different from MS III Class OML**
  - ➢ **Does NOT include ECP Lieutenants**
  - ➢ **Excludes Cadets who migrated out**
  - ➢ **Includes Cadets who migrated in**

- **Comments**
  - ➢ **Mandatory (1000 Characters)**
  - ➢ **2-3 bullets, 2-lines max each**
  - ➢ **Address inconsistencies between LDAC & Campus and all "N" ratings**
  - ➢ **Address performance, potential & leadership**

- **PMS Accessions Comments**
  - ➢ **Based on CER ratings**
  - ➢ **Can upgrade up to 10%**

- **Data Accuracy**
  - ➢ **In FY06, corrected over 650 data errors at time of OML Model calculation**

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Bottomline

- **Only Top 10% of active duty Cadets have a guaranteed first choice**

- **Every branch has something to offer**

- **All branches need QUALITY officers!**

- **Reserve Component needs QUALITY**

- **BNR (almost) GUARANTEES that branch/unit in RC**

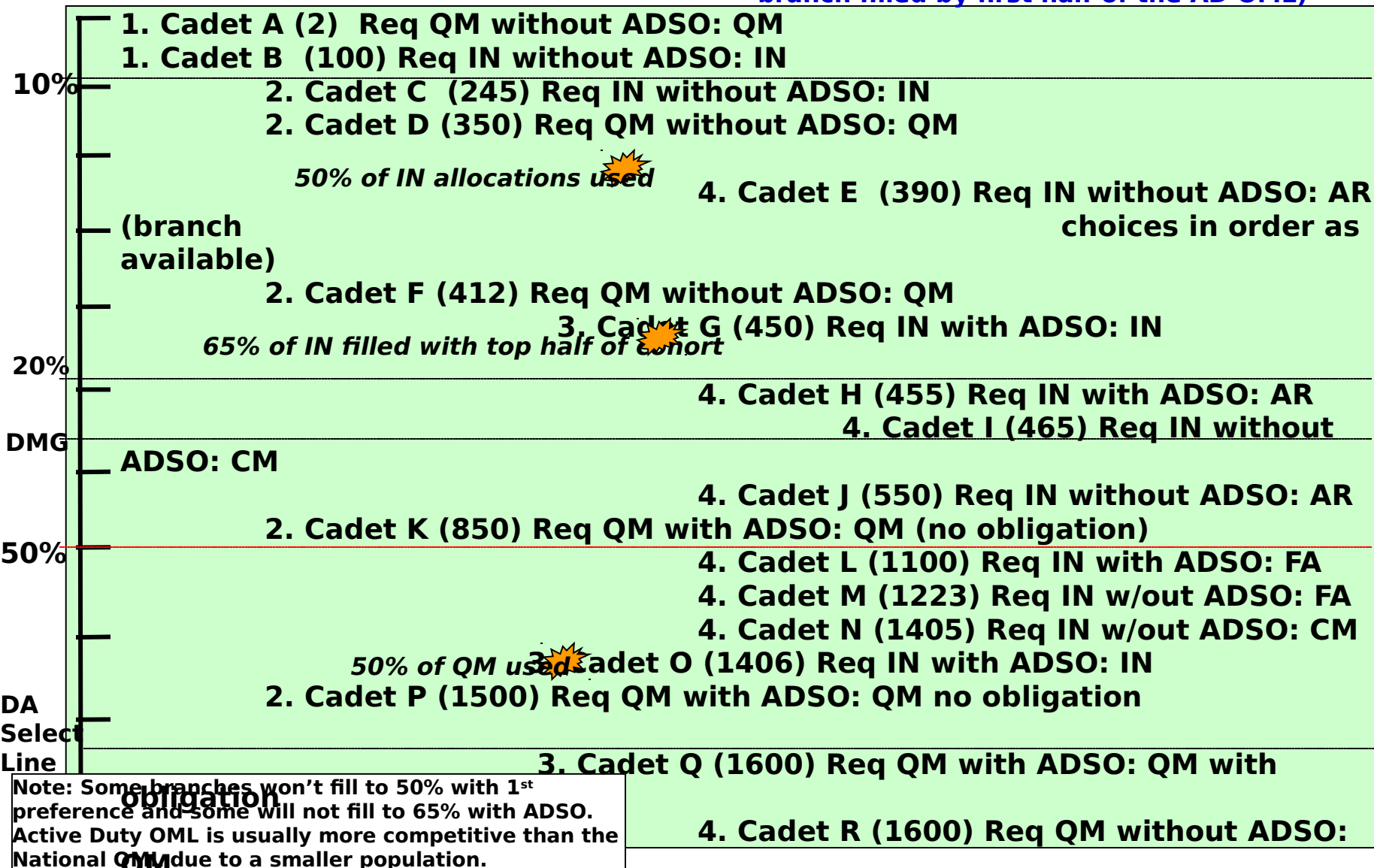- **Only 2,250 "can" be accessed Active Duty; Manage Expectations!**

Back Up Slides

Example ROTC Active Duty Branching Process for IN and QM (actual results depend on needs of Army and preferences)

Steps: 1. Top 10% 2. 50% of Branch 3. ADSO (by OML) **4. DABM (no more than 65% of any one branch filled by first half of the AD OML)**

10%

1. Cadet A (2) Req QM without ADSO: QM
1. Cadet B (100) Req IN without ADSO: IN

2. Cadet C (245) Req IN without ADSO: IN
2. Cadet D (350) Req QM without ADSO: QM

50% of IN allocations used   **4. Cadet E (390) Req IN without ADSO: AR**
choices in order as
(branch
available)

2. Cadet F (412) Req QM without ADSO: QM
3. Cadet G (450) Req IN with ADSO: IN
65% of IN filled with top half of cohort

20%

4. Cadet H (455) Req IN with ADSO: AR
4. Cadet I (465) Req IN without

DMG

ADSO: CM

4. Cadet J (550) Req IN without ADSO: AR
2. Cadet K (850) Req QM with ADSO: QM (no obligation)

50%

4. Cadet L (1100) Req IN with ADSO: FA
4. Cadet M (1223) Req IN w/out ADSO: FA
4. Cadet N (1405) Req IN w/out ADSO: CM
50% of QM used **3. Cadet O (1406) Req IN with ADSO: IN**
2. Cadet P (1500) Req QM with ADSO: QM no obligation

DA Select Line

3. Cadet Q (1600) Req QM with ADSO: QM with obligation

4. Cadet R (1600) Req QM without ADSO: QM

Note: Some branches won't fill to 50% with 1st preference and some will not fill to 65% with ADSO. Active Duty OML is usually more competitive than the National OML due to a smaller population.

DA Selection and Branching Boards

1. **Early Board (End of LDAC Commissionees)**

2. **Commission Review Board**

3. **Educational Delay Board**

4. **Active Component Selection and Branching Board**

5. **Active Component Branch Detail Determination**

6. **RD Basic Component and Branching Board**

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ROTC OML Model

*Numbers in parentheses are the maximum potential points if a Cadet maximizes each event (they total to 100)

1. Academic (40)

(40.0) Cumulative GPA (includes ROTC GPA)

(Spring Semester, most current)

2. Leadership (45)

(6.75)   WF Performance (E/S/N)
- Leadership positions
- Leadership attributes/skills/actions

(11.25)   WF PLT TAC Evaluation (E/S/N)

(4.50)   WF Land Navigation (1st score)

PMS Experienced Based Observations

(6.75)   PMS MSIII CER OML

(4.50)   PMS Accessions OML

(4.50)   PMS Accessions Potential Comments

(6.75)   Cadet Training / Extracurricular Activities

3. Physical (15)

APFT

(1.28)   Campus Fall Semester
(most current score)

(1.91)   Campus Spring Semester
(most current score)

(9.56)   WF (1st score)

Swimming

(0.375)   Campus Swim Test

(0.375)   WF CWST

(1.50)   **Varsity, Intramural, or Community Team Athletics**

Warrior Forge, Platoon Top Five = 1 point added to final OMS

RECONDO = 0.5 point added to final OMS

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"Drop-down" menu for PMS Accessions Comments in Branching Module of CCIMS

❑ Outstanding potential – ready to commission now

❑ Excellent potential – above center of mass performance

❑ Satisfactory potential – center of mass performance

❑ Needs Improvement – must improve in specific areas

 before commissioning

❑ Upgrade approved by Brigade Commander
 (PMS can also downgrade; must explain in PMS bullets)

Each block assessed a point value in descending order for OML Model

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